

Contents

About the Editors	viii
Notes on Contributors	x
General Introduction	xv
SECTION I THEORY	1
1 Theories of Work, Place and Learning: New Directions <i>Len Cairns and Margaret Malloch</i>	3
2 Theories of Workplace Learning <i>Paul Hager</i>	17
3 Workplaces and Learning <i>Knud Illeris</i>	32
4 Workplace Learning and the Organization <i>Alison Fuller and Lorna Unwin</i>	46
5 Subjectivity, Self and Personal Agency in Learning Through and for Work <i>Stephen Billett</i>	60
6 Learning in the Workplace: Communities of Practice and Beyond <i>Len Cairns</i>	73
7 Activity Theory and Learning at Work <i>Yrjö Engeström</i>	86
8 Informal Learning at Work: Conditions, Processes and Logics <i>Per-Erik Ellström</i>	105
9 Towards a Meta-Theory of Learning and Performance <i>Darlene Russ-Eft</i>	120
10 Knowledge and Workplace Learning <i>Nicholas M. Allix</i>	132
11 Rethinking Work-Based Learning: For Education Professionals and Professionals Who Educate <i>Karen Evans, David Guile and Judy Harris</i>	149

SECTION II RESEARCH AND PRACTICE	163
12 Researching Workplace Learning: An Overview and Critique <i>Peter H. Sawchuk</i>	165
13 How Researching Learning at Work Can Lead to Tools for Enhancing Learning <i>Michael Eraut</i>	181
14 Researching Workplace Learning in the United States <i>Victoria Marsick, Karen Watkins and Bridget N. O'Connor</i>	198
15 Researching Workplace Learning in Australia <i>Nicky Solomon and David Boud</i>	210
16 Researching Workplace Learning in Europe <i>Hans Gruber and Christian Harteis</i>	224
17 Initiatives in VET and Workplace Learning: A Korean Perspective <i>Sang-Duk Choi</i>	236
18 Age Management in Organisations in the European Union <i>Gerhard Naegele and Alan Walker</i>	251
19 Work and Learning: From Schools to Workplaces <i>Richard D. Lakes</i>	268
20 Competency-Based Training and Its Impact on Workplace Learning in Australia <i>Allie Clemans and Peter Rushbrook</i>	279
21 Work-related Learning in the United States: Past Practices, Paradigm Shifts, and Policies of Partnerships <i>John M. Dirkx</i>	293
22 Workplace Learning in East Africa: A Case Study <i>Martin Mulder and Judith Gulikers</i>	307
23 Policies for the Knowledge Economy: Knowledge Discourses at Play <i>Tara Fenwick</i>	319
24 Virtual Workplace Learning: Promises Met? <i>Robert G. Brookshire, Kara M. Lybarger and Lynn B. Keane</i>	331
25 Seeing Workplace Learning through an Emotional Lens <i>Brenda R. Beatty</i>	341
26 Towards a Social Ecology of Adult Learning in and through the Workplace <i>Karen Evans, Edmund Waite, and Natasha Kersh</i>	356
SECTION III ISSUES AND FUTURES	371
27 Beyond the Workplace: Learning in the Lifeplace <i>Margaret Harris and Colin Chisholm</i>	373

28	Workplace Learning in the Knowledge Economy: The Development of Vocational Practice and Social Capital <i>David Guile</i>	385
29	Workplace Learning and Higher Education <i>Carol Costley</i>	395
30	Identifying and Classifying Corporate Universities in the United States <i>Amy Lui-Abel</i>	407
31	Partnerships between and among Education and the Public and Private Sectors <i>Bridget N. O'Connor and Doug Lynch</i>	420
32	Brave New Workplace: The Impact of Technology on Location and Job Structures <i>Elizabeth Regan and Chester Delaney</i>	431
33	Technology and Knowledge Management <i>Jingli Cheng, Su Jin Son and Curtis J. Bonk</i>	443
34	Workplace Learning: Organizations, Ethics, and Issues <i>Craig E. Johnson</i>	456
	Index	466